

37/005 68-0262

NE/SS/PERS/68-37

MEMORANDUM FOR: Special Support Assistant/DDS

SUBJECT : Adoption of Administrative Authority
of the Foreign Service Act

1. The current practice of this Agency generally requires that the employee complete a two-year tour abroad prior to receiving home leave. We also generally require the employee to repay the Government for travel costs and related expenses when he fails to complete the first year of an overseas tour. These requirements place Agency personnel at a disadvantage in comparison to other personnel.

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the Chairman of the Administrative Task Force of the following recommendations of NE Division.

a. That the Agency employee's eligibility for home leave be established upon completion of 18 months' continuous service. Paragraph 451.1-1b, FAM Vol. 3 states:

"Section 933 (a) of the Foreign Service Act of 1946, as amended provides that State, AID or USIA may order to the United States, its Territories and Possessions, on statutory leave of absence, (i.e., home leave) any officer or employee of the service who is a citizen of the United States, upon completion of 18 months' continuous service abroad and shall so order as soon as possible after completion of three years of such service."

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b. That return travel to the United States of Agency employees who resign overseas be authorized in substantial conformance with Foreign Service regulations and practices. Paragraph 781.1, FAM Vol. 3 states:

"The Department may authorize travel and shipment of effects of the following U.S. citizen non-temporary employees separating from the service.

"c. An employee who has had 5 years of continuous service in the Foreign Service.

"d. An employee on his first assignment abroad who has completed the assignment, or has served 2 years of such assignment, provided he has not had home leave within the past year;

"e. An employee on his second or subsequent assignment provided he has not had home leave within the past year.*

"...The Service requirements specified in this section may be waived by the Department when acceptance of a resignation is determined to be advantageous to the Government."

2. Adoption of the foregoing recommendations would:

a. Provide greater flexibility and,

b. Place Agency personnel on more equal terms with State employees with whom they share substantially the same working conditions.



Chief, NE Support Staff

* Note: the full quotation in FAM 782 is as follows: "e. An employee on his second or subsequent assignment abroad who has completed at least one year of such assignment, provided he has not had home leave within the past year;"

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ACTION	DIRECT REPLY	PREPARE REPLY
APPROVAL	DISPATCH	RECOMMENDATION
COMMENT	FILE	RETURN
CONCURRENCE	INFORMATION	SIGNATURE

Remarks: Clint:

Attached is a memorandum received in SSA/DDS from NE Division, DDP containing two (2) recommendations for adopting certain employee benefits under Foreign Service Regulations for employees of this Agency.

Would appreciate these be given consideration by your Committee on Administrative Authorities.

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FROM: NAME, ADDRESS AND PHONE NO.

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